

Office of Human Capital



"Building Tomorrow's Workforce Today"

New Supervisors Orientation: Awards & Recognition

Presented by Laura Groce

November 28, 2007

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NASA's Awards Vision

Awards are given...

For the right contribution

To the right person

At the right time/place.

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Purpose

To provide recognition of employees for exemplary accomplishments toward improvement of efficiency and effectiveness within NASA and MSFC.



Types of Awards

❖ ***Monetary***

❖ ***Non-Monetary***

- ***Time-Off***

- ***Honorary***

- ***Informal Recognition***

❖ ***Other Awards***



Monetary Awards

- ❖ ***Sustained Superior Performance Award***
- ❖ ***Quality Step Increase****
- ❖ ***Special Service Award***
- ❖ ***On-the-Spot Award***
- ❖ ***Group Achievement Award***
- ❖ ***Research & Technology Award****
- ❖ ***Technology Transfer Award****
- ❖ ***Suggestion Award***

****Award is administered by a different office***



Non-Monetary Awards

- ❖ ***Time-Off Award***
- ❖ ***Group Achievement Award***
- ❖ ***Suggestion Award***
- ❖ ***Honorary Awards***
 - ***NASA Honor Award***
 - ***MSFC Honor Award***
- ❖ ***Informal Recognition Award***

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Other Awards

- ❖ ***External Awards***
- ❖ ***Length-of-Service Award***
- ❖ ***Inventor of the Year Award****
- ❖ ***Software of the Year Award****
- ❖ ***Patent Award****

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Supervisor's Responsibility

- ❖ ***Specify organizational goals***
- ❖ ***Tie recognition to goals/outcome***
- ❖ ***Recognize employees with rewards they value***
- ❖ ***Determine who is deserving of recognition***



Supervisor's Responsibility

(continued)

- ❖ ***Submit awards in a timely manner***
- ❖ ***Write a justification/citation of substance. It should be clear what contributions were made.***

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Evaluation Questions

- ❖ ***What are our awards rewarding?***
- ❖ ***Do our awards support organizational goals?***
- ❖ ***Do our awards send mixed messages?***
- ❖ ***Are there accomplishments/results that go unrecognized?***
- ❖ ***How do our employees want to be recognized?***
- ❖ ***Are the same people receiving awards every year?***

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